

PURCHASING DIVISION
CITY OF WORCESTER
MASSACHUSETTS 01608-1895
ROOM 201 - CITY HALL, 455 MAIN ST.
PHONE (508) 799-1220

BID INVITATION
(Supplies, Material, Equipment, Services)

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

BID NO. 8481-M6

DATE: July 11, 2025

CITY OF WORCESTER
Christopher J. Gagliastro, MCPPO
Purchasing Agent

BUYER: Stephen R. McDonald

NOTICE TO BIDDERS
TERMS AND CONDITIONS

All bids are subject to the terms and conditions and specificity herein set forth except where specifically deleted by the City of Worcester in Section No. 6 below.

COMPLETE ORIGINAL COPY (including ALL required pages) OF THIS BID MUST BE SUBMITTED IN A SEALED ENVELOPE:

DATE: July 17, 2025

TIME: 4:00 P.M. LOCAL TIME

PLACE: Purchasing Division, Room 201, City Hall, Worcester, Massachusetts

MARK ENVELOPE **"Bid No. 8481-M6, Diver Assisted Suction Harvesting / DSR"**

The name and address of the bidder must appear in the upper left-hand corner of the envelope. The City of Worcester is not responsible for bids not properly marked.

GENERAL

1. This Bid Invitation covers: all labor, materials, and equipment necessary for diver assisted suction harvesting at Lake Quinsigamond in Worcester, MA as per the attached requirements and specifications of the Department of Sustainability & Resilience.
2. A certified check or bid bond made payable to the "City Treasurer, City of Worcester" in the Amount of \$ None must accompany this bid.
3. **NO BID WILL BE ACCEPTED AFTER TIME AND DATE SPECIFIED**
4. A performance bond in the amount of \$ n/a of the total dollar award is required.
5. **A payment bond in the amount of \$ 50% of the total dollar award is required if total bid price if greater than \$ 25,000.00**
6. All terms and conditions are applicable to this proposal except the following section numbers which are hereby deleted from this invitation: all apply
7. Questions pertaining to this bid must be directed to: Stephen R. McDonald via email at MCDONALDS@worcesterma.gov
 - **Email copies of this bid are acceptable. Please email bids to MCDONALDS@worcesterma.gov**
8. The following meanings are attached to the defined words when used in this bid form.
 - a) The word "City" means The City of Worcester, Massachusetts.
 - b) The word "Bidder" means the person, firm or corporation submitting a bid on these specifications or any part thereof.

- c) The word “Contractor” means the person, firm or corporation with whom the contract is made by carrying out the provisions of these specifications and the contract.
 - d) The words “Firm Price” shall mean a guarantee against price increases during the life of the contract.
9. Any prospective bidder requesting a change in or interpretation of existing specifications of terms and conditions must do so within five (5) days (Saturdays, Sundays and Holidays excluded) BEFORE scheduled bid opening date. All requests are to be in writing to the Purchasing Division (or e-mailed at MCDONALDS@worcesterma.gov). No changes will be considered or any interpretation issued unless request is in our hands within five (5) days (Saturdays, Sundays and Holidays excluded) BEFORE scheduled bid opening date.
 10. The contractor will be required to indemnify and save harmless the City of Worcester, for all damages to life and property that may occur due to his or her negligence or that of his or her employees, subcontractors, etc., during this contract.
 11. The Contract Agreement will be in the form customarily employed by the City of Worcester and is on file in the Purchasing Division at City Hall.
 12. Bids which are incomplete, not properly endorsed, or signed, or otherwise contrary to these instructions will be rejected as informal by the Purchasing Agent. Conditional Bids Will Not Be Accepted.
 13. The Bidder must certify that no official or employee of the City of Worcester, Massachusetts is pecuniarily interested in this proposal or in the contract which the bidder offers to execute or in expected profits to arise therefrom, unless there has been compliance with provisions of G.L.C.43 Sec. 27, and that this bid is made in good faith without fraud or collusion or connection with any other person submitting a proposal.
 14. As the City of Worcester is exempt from the payment of Federal Excise Taxes, and Massachusetts Sales Tax, prices quoted herein are not to include these taxes.
 15. **All prices are to be firm F.O.B. Destination, City of Worcester, Massachusetts, unless otherwise indicated by the City. Time reserved for award is ninety days.**
 16. In case of error in the extension prices quoted herein, the unit price will govern.
 17. It is understood and agreed that should any price reductions occur between the opening of this bid and delivery of any order, the benefit of all such reductions will be extended to the City.
 18. The City of Worcester reserves the right to reject any and all bids, wholly or in part, and to make awards in a manner deemed in the best interest of the City.
 19. Awards will be made to the bidder quoting the lowest net price in accordance with specifications.
 20. The supplier will be bound by all applicable statutory provisions of law of the Federal Government, the Commonwealth of Massachusetts, the City of Worcester, and The Department of Public Safety of the Commonwealth of Massachusetts.
 21. Any bid withdrawn after time and date specified, the bidder shall forfeit deposit on bid as liquidated damages.
 22. The contractor will not be permitted to either or underlet the contractor, not assign either legally or equitably any monies hereunder, or its claim thereto without the previous written consent of the City Treasurer and of the Purchasing Agent of the City.
 23. If this bid shall be accepted by the City, and the bidder shall fail to contract as aforesaid and to give a bond in the amount as specified in Section 4, within ten (10) days, (not including Sunday or a Legal Holiday) from the date of the mailing of a notice from the City to him, according to the address given herewith, that the contract is ready for signature, the City may by option determine that the bidder has abandoned the contract and thereupon the proposal and acceptance shall be null and void and the bid security accompanying this proposal shall become the property of the City as liquidated damages.
 24. When quoting, the bidder shall submit a signed copy of this bid form, and if bid is accepted by the City shall constitute part of the contract of purchase. Do not detach any part of this form when submitting a bid. Bidder must sign and return complete forms.

25. If in the judgment of the Purchasing Agent any property is needlessly damaged by an act or omission of the contractor or his/her employees, servants, or agent, the amount of such damages shall be determined by the Purchasing Agent of the City of Worcester and such amount shall be deducted from any money due the contractor or may be recovered from said contractor in actions at law.
26. It is agreed that deliveries and/or completion are subject to strikes, lockouts, accidents and Acts of God.

INSURANCE AND WORKER'S COMPENSATION

27. COMMERCIAL GENERAL LIABILITY INSURANCE – Contractor to supply the City of Worcester with certificates of insurance evidencing general liability coverage of not less than \$ 1,000,000.00 per occurrence / \$ 2,000,000.00 aggregate.
28. AUTOMOBILE LIABILITY INSURANCE – Contractor to supply the City of Worcester with certificates of insurance evidencing automobile liability coverage, bodily injury and property damage combined single limits, of \$ 1,000,000.00 (all owned, hired and non-owned autos).
29. COMPENSATION INSURANCE – Contractor shall furnish the City of Worcester with certificates showing that all of his or her employees who shall be connected with this work are protected under Massachusetts' statutory worker's compensation insurance policies.
30. The Contractor shall carry public liability insurance with an insurance company satisfactory to the City so as to save the City harmless from any and all claims for damages arising out of bodily injury to or death of any person or persons, and for all claims for damages arising out of injury to or destruction of property caused by accident resulting from the use of implements, equipment or labor used in the performance of the contractor or from any neglect, default or omission, or want of proper care, or misconduct on the part of the Contractor or for any one of his employ during the execution of the contract.
31. Prior to starting on this contract, the Contractor shall deposit with the contracting officer certificates from the insurer to the effect that the insurance policies required in the above paragraph have been issued to the Contractor. The certificates must be on a form satisfactory to the Purchasing Agent.
32. Except as may be otherwise stated herein, the Contractor shall also carry bodily injury and property damage insurance in amount not less than those set forth above covering the operation of all motor powered vehicles owned or operated by the Contractor and engage in this contract.

DISCOUNT

33. Prompt pay discounts will be considered when determining the low bid except when discounts are for a period of less than 30 days. In this event discounts will not be taken into consideration when determining low bid.
34. Time, in connection with discount offered, will be computed from date of completion and/or delivery and acceptance at destination, or from date correct bill or voucher properly certified by the contractor is received if the latter date is later than the date of completion and acceptance and/or delivery and acceptance.

GUARANTEE

35. The bidder to who a contract is awarded guarantees to the City of Worcester all equipment, materials and/or workmanship for a period of one (1) year after final inspection and acceptance and shall replace promptly any defective equipment, materials and/or workmanship required without additional cost to the City.

DELIVERIES AND COMPLETION

36. It is understood and agreed that in the event of failure on the part of the bidder to indicate date of delivery and/or completion, delivery and/or completion will be made within twelve (12) days from date of notification. Should the successful bidder fail to make delivery or complete contract within time specified, the City reserves the right to make the purchase on such orders at the open market and charge any excess over contract price to the account of the successful bidder, who shall pay the same.
37. The contractor shall familiarize himself with the location and facilities for storage.

38. The City, through its Purchasing Division, reserves the right to divert delivery from one location to another, and to allow for any change in operating conditions or for any other cause not now foreseen and to proportion deliveries according to available storage facilities.

SAMPLING AND ANALYSIS

39. Each bidder must state the commercial name of the product quoted, name, and address of operator or agent from whom the product will be purchased and in addition shall furnish an analysis of the product, date of analysis, by whom made and their address.
40. Samples of the product to be delivered may be taken by a representative of the City, either prior to delivery or while it is being delivered in the storage facilities at destination, or will be taken from the storage facilities to which the product has been delivered as determined from time to time by the Purchasing Agent. Bidder agrees to furnish the necessary manual labor, without additional cost required to assemble the physical samples, which is to be performed under the direction of the City representative.
41. The representative of the City taking the samples, shall be given the opportunity, while sampling, to affix his signature to the delivery slip each item represented in his sample.
42. Any product after the sampling and analysis, not found meeting the requirements of the contract shall be sufficient cause for the cancellation of the contract at the option of the Purchasing Agent.
43. If any product is found that does not meet the analysis submitted by the bidder in his proposal, the Purchasing Agent may at his option exercise his right to reject the product and require that all or any part thereof shall be removed promptly by and at the expense of the contractor and replace it forthwith with a product satisfactory to the Purchasing Agent, or to retain the product and compensate the contractor in an amount as determined by the Purchasing Agent and the City Manager.
44. It is understood and agreed that it shall be a material breach of any contract resulting from this bid for the Contractor to engage in any practice which shall violate any provisions of Massachusetts General Laws, Chapter 151B, relative to discrimination in hiring, discharge, compensation, or terms, conditions or privileges of employment because of race, color, religious creed, national origin, sex, age or ancestry.
45. The undersigned as bidder, declares that the only parties interested in this proposal as principals are named herein; that this proposal is made without collusion with any other person, firm or corporation; that no officer or agent of the City is directly or indirectly interested in this bid; and he proposes and agrees that if this proposal is accepted he will contract with the City in accordance with the specifications, also the terms and conditions as spelled out in this bid form.
46. No Person, including but not limited to corporations, partnerships, limited partnerships or limited liability corporations, shall be eligible to receive a contract under this invitation to bid and/or request for proposal if that person has been convicted of any felony offense involving the distribution of controlled substances as that term is defined under Chapter 94C of the General Laws and, for contracts to be performed for on-site services to the Worcester Public Schools, if that person or any person to be employed by that person in the performance of such on-site services has been convicted of a "sex offense" or a "sex offense involving a child" or a "sexually violent offense" or would meet the definition of "sexually violent predator" as those terms are defined in Chapter 6, Section 178C of the General Laws and who must register with the sex offender registry board.
47. The Contractor shall at all times enforce strict discipline and good order among his employees and shall not employ for work or services relating to this contract any unfit person or anyone not skilled in the task assigned to him. In light of the fact that the performance of this contract requires the Contractor and its employees to have significant interaction with the public, the Contractor shall require all employees who may perform services under this contract to conduct themselves in a courteous, professional manner. If the Contractor is notified by the Contract Officer that any person engaged upon the work is incompetent, unfaithful, disorderly, discourteous, or otherwise unsatisfactory, then such person shall be discharged from providing services or work pursuant to this contract. Without limiting the generality of the foregoing, intimidation, threats and/or violent conduct of any kind or nature directed to members of the public are absolutely prohibited. Failure to comply with this requirement shall be grounds for termination of the contract.
48. The Contractor's performance may be evaluated on an ongoing basis including but not limited to consideration of complaints received from members of the public. In order to facilitate this evaluation, the Contractor shall provide the City

with documents and records upon request. The Contractor shall further obtain from its employees authorization that appropriate City personnel may obtain all available criminal offender information (“CORI”) from the Criminal History Systems Board. A high number of unresolved complaints, any number of complaints that are particularly severe, or employment of individuals who have been convicted of assault or other violent crimes shall be grounds for the early termination or non-renewal of the contract by the City.

49. The procurement officer shall award the contract to the lowest responsible and responsive bidder. The term “responsible bidder” means “a person who has the capability to perform fully the contract requirements, and the integrity and reliability which assures good faith performance.” Consistent with its duty to maintain public order and promote public safety, the City has determined that this contract is of a type and nature so as to be particularly sensitive due, at least in part, to the contractor’s inherent access and dealings with the members of the general public. Therefore, the City has concluded that additional scrutiny is justified as it determines whether a particular bidder is responsible, having the integrity and reliability to properly perform the requested services. This may entail consideration of the contractor’s system of oversight, training and supervision of its employees, including but not limited to its requirement of a high standard of customer service and courtesy in its dealings with the public. The bidder’s care and diligence in hiring and assigning its employees will also be considered. In making its determination, the City reserves the right to examine any and all information at its disposal, including but not limited to prior City contracts, the experiences and information obtained from current and former customers (whether identified by the bidder as references or not), as well as other sources available to the City, including but not limited to court documents, newspapers, financial reports (such as DUNS), and certain police data and reports.
50. The Contractor, acting through its owner(s) or any of its employees, or its agents or sub-contractors and any of their employees, shall not engage in any behavior, whether during the course of its duties under this contract or at any other time, that is illegal, criminal or otherwise shocking or offensive to the general public. The determination whether any particular behavior is illegal, criminal or shocking to the general public shall rest in the sound judgment of the Contracting Officer or the City Manager. In making such determination, the Contracting Officer or the City Manager shall apply the general standards of the community. No criminal conviction or formal charges shall be required to make such determination. Such behavior need be something more than trivial and something which would cause the general public to have concerns either about the safety of individuals coming in contact with the Contractor or about the character and integrity of the individuals with which the City does business. Violation of this provision shall be grounds for immediate and unilateral termination of this contract by the City upon five days’ notice as otherwise provided herein

GIVE FULL NAMES AND RESIDENCES OF ALL PERSONS INTERESTED IN THE FOREGOING PROPOSAL.

(NOTICE: Give first and last name in full; in case of corporations, give corporate name and names of President, Treasurer, and Manager; and in case of firms give names of the individual members)

Name	Address	Zip Code
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

KINDLY FURNISH THE FOLLOWING INFORMATION REGARDING BIDDER:

(1)	If a Proprietorship
	Name of Owner _____
	Business Address _____
	Zip Code _____ Telephone No. _____
	Home Address _____
	Zip Code _____ Telephone No. _____

(2)	If a Partnership												
	Full names and addresses of all partners												
	<table><thead><tr><th><u>Name</u></th><th><u>Address</u></th><th><u>Zip Code</u></th></tr></thead><tbody><tr><td>_____</td><td>_____</td><td>_____</td></tr><tr><td>_____</td><td>_____</td><td>_____</td></tr><tr><td>_____</td><td>_____</td><td>_____</td></tr></tbody></table>	<u>Name</u>	<u>Address</u>	<u>Zip Code</u>	_____	_____	_____	_____	_____	_____	_____	_____	_____
<u>Name</u>	<u>Address</u>	<u>Zip Code</u>											
_____	_____	_____											
_____	_____	_____											
_____	_____	_____											
	Business Address _____ Zip Code _____												
	Tel. No. _____												

(3) If a Corporation

Full Legal Name _____

State of Incorporation _____ Qualified in Massachusetts ? Yes _____ No _____

Principal Place of Business _____

Street	P.O. Box
City/Town	State
Zip	

Telephone No. _____

Place of Business in Massachusetts _____

Street	P.O. Box
City/Town	State
Zip	

Telephone No. _____

GIVE THE FOLLOWING INFORMATION REGARDING SURETY COMPANY

Full Legal Name of Surety Company _____

State of Incorporation _____ Admitted in Massachusetts ? Yes _____ No _____

Principal Place of Business _____

Street	P.O. Box
City/Town	State
Zip	

Place of Business in Massachusetts _____

Street	P.O. Box
City/Town	State
Zip	

Telephone No. _____

NOTE

The Office of the Attorney General, Washington, D.C. requires the following information on all bid proposals amounting to \$1,000.00 or more.

F.I.D. Number of bidder _____

This number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941.

AUTHORIZED SIGNATURE OF BIDDER _____ TITLE _____
PLEASE SIGN

DATE _____ BID SECURITY \$ _____

The name of Customer Service Representative and the Contract Administrator responsible for servicing this account in the event of contract award are:

NAME (PLEASE PRINT) *Customer Service Rep.* _____ TEL. NO. _____

NAME (PLEASE PRINT) *Contract Administrator* _____ TEL. NO. _____

FAX NUMBER _____ FAX # _____

E-MAIL (Customer Service Rep.): _____

E-MAIL (Contract Administrator): _____

UNDER MASSACHUSETTS GENERAL LAWS, CHAPTER 30B: SECTION 10, THE FOLLOWING CERTIFICATION MUST BE PROVIDED:

Section 10. A person submitting a bid or a proposal for the procurement or disposal of supplies, or services to any governmental body shall certify in writing, on the bid or proposal, as follows:

" The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals."

(Please Print) _____
Name of Person Signing Bid

Signature of Person Signing Bid

Company

No award will be made without vendor certification of the above.

PROPOSAL PAGE

Bidders must state and identify the product offered, such as manufacturer's name, trade name, brand name and quality next to each item. WE MUST KNOW WHAT HAS BEEN OFFERED.

The quantities shown herein are estimated only and the Contractor will be required to furnish all quantities ordered by the City during the period of the contract.

YES XX NO

Delivery to be made to: Various Water Bodies, Worcester MA

This Bid includes addenda numbered _____

NO PRICE ADJUSTMENTS ALLOWED. PRICES QUOTED ARE FINAL. CHECK BEFORE SIGNING

BIDDER TO COMPLETE ITEMS BELOW

Item No.	Estimated Quantity	Description	Bid Price / Total Amount
		<p>All labor, materials, and equipment necessary for the Diver Assisted Suction Harvesting as per the attached requirements and specifications of the Department of Sustainability & Resilience.</p> <p><i>For any bid price that exceeds \$25,000, the vendor must provide a payment bond in the amount of 50% of the contract amount. Payment Bond form to be provided by the City upon award.</i></p> <p><i>Insurance certificates are required. The awardee must forward insurance certificate copies to the Purchasing Division consistent with the requirements stated in these bid documents prior to commencement of work.</i></p> <p><u><i>No work may commence until these forms are on file with the Purchasing Division</i></u></p> <p>The bidder hereby certifies that it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course on construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee: and that he will comply fully with all laws and regulations applicable to awards of subcontracts subject to section 44F.</p>	<p>\$ _____</p> <p style="text-align: center;">Total Amount of Bid</p>

TERMS, PROMPT PAY DISCOUNT _____ % 30 DAYS, NET 45 DAYS.

DELIVERY AND/OR COMPLETION TO BE MADE WITHIN August 29, 2025

NAME OF BIDDER _____

Diver Assisted Suction Harvesting / DSR

Bid#: 8481-M6

Specifications / Scope of Services

**Lake Quinsigamond Invasive Aquatic Plant Control
Specifications for Management at Lake Quinsigamond**

The City of Worcester Department of Sustainability and Resilience (DSR) seeks a qualified contractor to manage invasive aquatic vegetation in the southern section of Lake Quinsigamond. The contractor shall remove the invasive aquatic plants Eurasian Milfoil (*Myriophyllum spicatum*), Variable Leaf Milfoil (*Myriophyllum heterophyllum*), and Fanwort (*Cabomba caroliniana*) through Diver-Assisted Suction Harvesting (DASH).

Lake Quinsigamond is an approximately 772-acre lake, located in Grafton, Shrewsbury, and Worcester, Massachusetts. Aquatic invasive plants currently documented in Lake Quinsigamond include Fanwort (*Cabomba caroliniana*), Eurasian Milfoil (*Myriophyllum spicatum*), Variable Leaf Milfoil (*M. heterophyllum*), Brittle Naiad (*Najas minor*), Sacred Lotus (*Nelumbo nucifera*), Curly-Leaf Pondweed (*Potamogeton crispus*), and Water Chestnut (*Trapa natans*). Areas of the lake are also known to contain a state-listed aquatic plant species.

The Lake Quinsigamond Commission has obtained an Order of Conditions for the lake management plan from each of the three municipalities, in addition to conditions specified by the Massachusetts Natural Heritage and Endangered Species Program (NHESP). In accordance with NHESP requirements, a qualified botanist performed a survey of the proposed management areas in July 2024 documenting the occurrences of the state-listed aquatic plant species. The target area for the DASH efforts is outside the area in which the state-listed species occurs. A work plan has been approved by NHESP, describing the proposed DASH management measures.

Scope of work

The contractor will conduct seven (7) seven-hour days of diver-assisted suction harvesting (DASH) of invasive milfoils and fanwort, targeting approximately 1.5 to 2 acres in an area of the lake known as Round Pond, north of Route 20 (Figure 1). Figure 2 shows the project area.

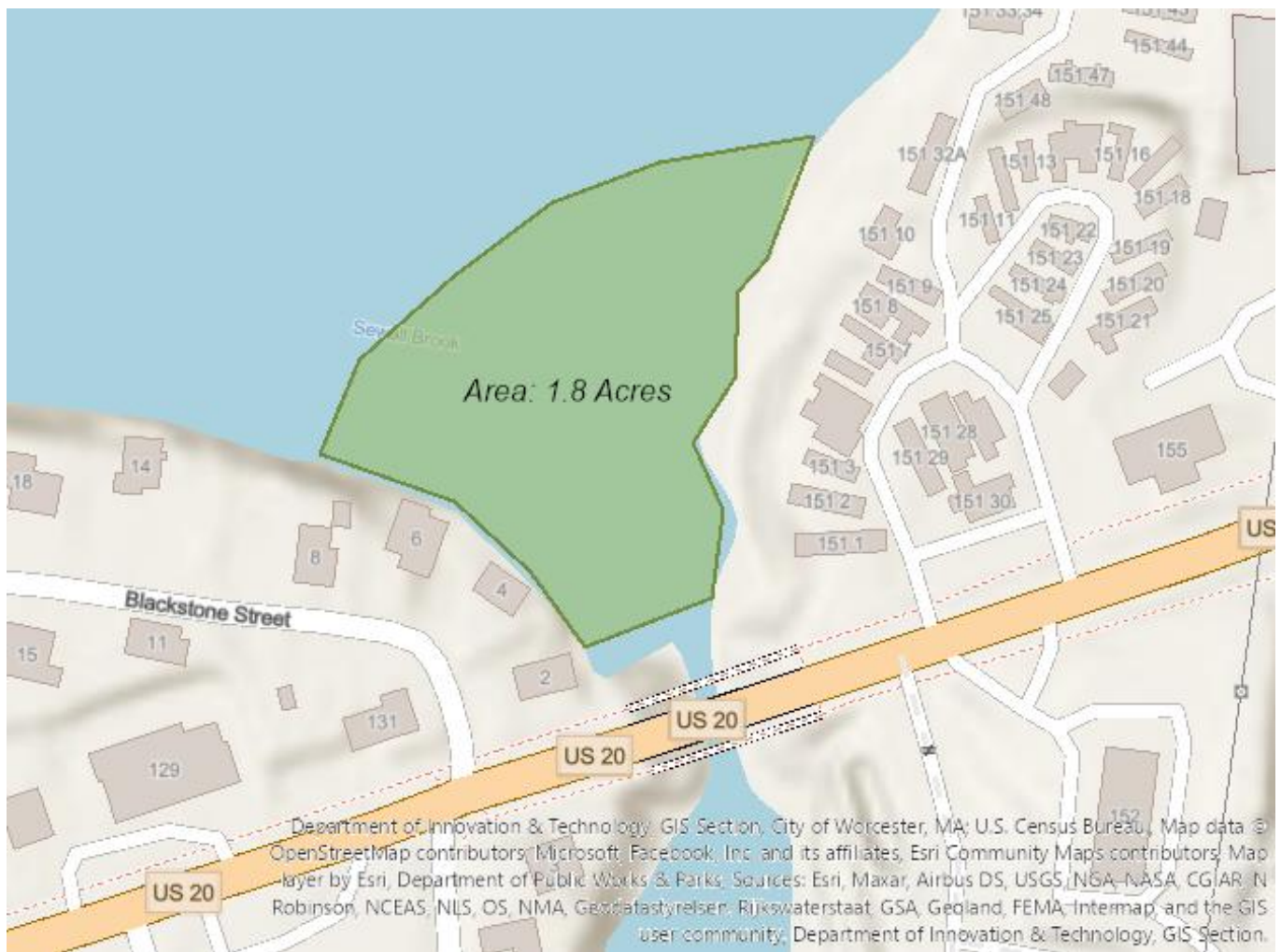


Figure 1. DASH Target Area.

The Contractor shall provide materials, labor, and equipment for DASH and disposal of removed plants. The Contractor shall provide a temporary marker buoy to be placed on the south side of Hartford Turnpike-US 20 to alert lake users to the presence of the work. The Lake Quinsigamond Commission and DSR will also issue public notice of the ongoing work in the area. DASH vessels must be equipped with GPS capability to ensure avoidance of mapped areas of state-listed aquatic species growth. The Contractor shall be responsible for complying with all conditions in the Order of Conditions for Grafton, Shrewsbury, and Worcester and the NHESP plan. All work shall be performed in accordance with local, state, and federal requirements.

A third-party contractor will conduct post-management vegetation surveys to evaluate effectiveness of the management effort.

Arrangements for bidders to view the site may be made directly with Katie Liming, Lakes and Ponds Coordinator, DSR at 508-799-8324 x31212, or limingk@worcesterma.gov.

Project schedule

DASH work shall be completed between July 21, 2025, and August 29, 2025. The Contractor shall notify DSR prior to the start of work.

Reporting

The Contractor shall prepare a management report summarizing all practices and observations during the DASH effort, including Secchi disk depth at the time of treatment and comments on the impact of water clarity on DASH efforts. This report will be due to DSR by September 30, 2025.

Award

Contract award will be based on the proposal that matches the above specifications and at the lowest total price. Bidders should include their price for Task 1.

Attachments:

Grafton Order of Conditions, DEP #164-952

Shrewsbury Order of Conditions, DEP #285-1803

Worcester Order of Conditions, DEP #349-1200

Natural Heritage and Endangered Species Program Project Plan, NHESP #06-20539

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT OF COMPLIANCE

_____, 20____

I, _____, _____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by
_____ on the _____
(Contractor, subcontractor or public body) (Building or project)
and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on
said project have been paid in accordance with wages determined under the provisions of
sections twenty-six and twenty-seven of chapter one hundred and forty nine of the
General Laws.

Signature _____

Title _____

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



Company's Name:		Address:				Phone No.:				Payroll No.:									
Employer's Signature:		Title:				Contract No:		Tax Payer ID Number		Work Week Ending:									
Awarding Authority's Name:		Public Works Project Name:				Public Works Project Location:				Min. Wage Rate Sheet Number									
General / Prime Contractor's Name:		Subcontractor's Name:						"Employer" Hourly Fringe Benefit Contributions											
				(B+C+D+E) (A x F)															
Employee Name & Complete Address	Work Classification:	Employee is OSHA 10 certified (?)	Appr. Rate (%)	Hours Worked								Project Hours (A) All Other Hours	Hourly Base Wage (B)	Health & Welfare Insurance (C)	ERISA Pension Plan (D)	Supp. Unemp. (E)	Total Hourly Prev. Wage (F)	Project Gross Wages Total Gross Wages	Check No. (H)
				Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.									

Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentices Standards? YES ☐ NO ☐

For all apprentices performing work during the reporting period, attach a copy of the apprentice identification card issued by the Massachusetts Department of Labor Standards / Division of Apprentices Standards. No apprentices are identified above ☐

NOTE: Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a true and accurate copy of their certified weekly payroll records to the awarding authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Page _____ of _____

Date Received by Awarding Authority
/ /



**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS
Prevailing Wage Rates**

MAURA HEALY
Governor

KIM DRISCOLL
Lt. Governor

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority:	City of Worcester	City/Town:	WORCESTER
Contract Number:	8481-M6		
Description of Work:	Diver Assisted Suction Harvesting of Invasion Species		
Job Location:	Lake Quinsigamond, Worcester MA		

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Op Eng Marine (Dredging Work)

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BOAT OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$29.26	\$7.63	\$2.35	\$0.95	\$0.00	\$40.19
CERTIFIED WELDER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$31.09	\$7.63	\$2.35	\$1.25	\$0.00	\$42.32
CHIEF WELDER/ CHIEF MATE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$33.02	\$7.63	\$2.35	\$1.25	\$0.00	\$44.25
DERRICK / SPIDER / SPILLBARGE OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$33.02	\$7.63	\$2.35	\$1.25	\$0.00	\$44.25
DRAG BARGE OPERATOR / WELDER / MATE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$30.24	\$7.63	\$2.35	\$0.95	\$0.00	\$41.17
ENGINEER / ELECTRICIAN OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$33.02	\$7.63	\$2.35	\$1.25	\$0.00	\$44.25
LICENSED BOAT OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$33.02	\$7.63	\$2.35	\$1.25	\$0.00	\$44.25
LICENSED TUG OPERATOR OVER 1000HP OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$38.18	\$7.63	\$2.35	\$1.25	\$0.00	\$49.41
MAINTENANCE ENGINEER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$33.03	\$7.63	\$2.35	\$1.25	\$0.00	\$44.26
OILER - MARINE DIVISION OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$24.30	\$7.63	\$2.35	\$0.65	\$0.00	\$34.93
OPERATOR / LEVERMAN OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$38.18	\$7.63	\$2.35	\$1.25	\$0.00	\$49.41
RODMAN / SCOWMAN OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$24.30	\$7.63	\$2.35	\$0.65	\$0.00	\$34.93
SHOREMAN / DECKHAND OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS - MARINE DIVISION	10/1/2017	\$24.30	\$7.63	\$2.35	\$0.65	\$0.00	\$34.93

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$0.00	\$56.52
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$0.00	\$56.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$40.95	\$16.17	\$0.00	\$0.00	\$0.00	\$57.12
	6/1/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$0.00	\$58.12
	12/1/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$0.00	\$58.12
	1/1/2027	\$41.95	\$16.77	\$0.00	\$0.00	\$0.00	\$58.72
(3 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$0.00	\$56.59
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$0.00	\$56.59
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.02	\$16.17	\$0.00	\$0.00	\$0.00	\$57.19
	6/1/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$0.00	\$58.19
	12/1/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$0.00	\$58.19
	1/1/2027	\$42.02	\$16.77	\$0.00	\$0.00	\$0.00	\$58.79
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$0.00	\$56.71
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$0.00	\$56.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.14	\$16.17	\$0.00	\$0.00	\$0.00	\$57.31
	6/1/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$0.00	\$58.31
	12/1/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$0.00	\$58.31
	1/1/2027	\$42.14	\$16.77	\$0.00	\$0.00	\$0.00	\$58.91
ADS/SUBMERSIBLE PILOT	8/1/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$0.00	\$127.24
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BULLDOZER/GRADER/SCRAPER	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	6/1/2025	\$59.51	\$15.55	\$0.00	\$0.00	\$0.00	\$75.06
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$60.98	\$15.55	\$0.00	\$0.00	\$0.00	\$76.53
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$62.31	\$15.55	\$0.00	\$0.00	\$0.00	\$77.86
	12/1/2026	\$63.79	\$15.55	\$0.00	\$0.00	\$0.00	\$79.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR	6/1/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$0.00	\$53.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$0.00	\$54.02
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$0.00	\$54.88
	12/1/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$0.00	\$55.83

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DIVER	8/1/2024	\$78.11	\$10.08	\$0.00	\$0.00	\$0.00	\$88.19
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							

as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate

DIVER TENDER	8/1/2024	\$51.97	\$10.08	\$0.00	\$0.00	\$0.00	\$62.05
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							

as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate

DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$0.00	\$0.00	\$0.00	\$93.77
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							

For apprentice rates see "Apprentice- PILE DRIVER"

DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$0.00	\$127.24
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							

For apprentice rates see "Apprentice- PILE DRIVER"

FORK LIFT/CHERRY PICKER	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS	6/1/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$0.00	\$53.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$0.00	\$54.02
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$0.00	\$54.88
	12/1/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$0.00	\$55.83

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HOISTING ENGINEER/CRANES/GRADALLS	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS**Effective Date: 6/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$32.08
2	60.00	\$35.00	\$15.55	\$0.00	\$0.00	\$0.00	\$50.55
3	65.00	\$37.91	\$15.55	\$0.00	\$0.00	\$0.00	\$53.46

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	70.00	\$40.83	\$15.55	\$0.00	\$0.00	\$0.00	\$56.38
5	75.00	\$43.75	\$15.55	\$0.00	\$0.00	\$0.00	\$59.30
6	80.00	\$46.66	\$15.55	\$0.00	\$0.00	\$0.00	\$62.21
7	85.00	\$49.58	\$15.55	\$0.00	\$0.00	\$0.00	\$65.13
8	90.00	\$52.50	\$15.55	\$0.00	\$0.00	\$0.00	\$68.05
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.88	\$0.00	\$0.00	\$0.00	\$0.00	\$32.88
2	60.00	\$35.87	\$15.55	\$0.00	\$0.00	\$0.00	\$51.42
3	65.00	\$38.86	\$15.55	\$0.00	\$0.00	\$0.00	\$54.41
4	70.00	\$41.85	\$15.55	\$0.00	\$0.00	\$0.00	\$57.40
5	75.00	\$44.84	\$15.55	\$0.00	\$0.00	\$0.00	\$60.39
6	80.00	\$47.82	\$15.55	\$0.00	\$0.00	\$0.00	\$63.37
7	85.00	\$50.81	\$15.55	\$0.00	\$0.00	\$0.00	\$66.36
8	90.00	\$53.80	\$15.55	\$0.00	\$0.00	\$0.00	\$69.35
LABORER	6/1/2025	\$40.34	\$9.90	\$0.00	\$0.00	\$0.00	\$50.24
LABORERS	12/1/2025	\$41.72	\$9.90	\$0.00	\$0.00	\$0.00	\$51.62
LABORERS - ZONE 2	6/1/2026	\$43.16	\$9.90	\$0.00	\$0.00	\$0.00	\$53.06
	12/1/2026	\$44.60	\$9.90	\$0.00	\$0.00	\$0.00	\$54.50
	6/1/2027	\$46.05	\$9.90	\$0.00	\$0.00	\$0.00	\$55.95
	12/1/2027	\$47.50	\$9.90	\$0.00	\$0.00	\$0.00	\$57.40
	6/1/2028	\$49.00	\$9.90	\$0.00	\$0.00	\$0.00	\$58.90
	12/1/2028	\$50.50	\$9.90	\$0.00	\$0.00	\$0.00	\$60.40
Apprentice: LABORER Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$24.20	\$9.90	\$0.00	\$0.00	\$0.00	\$34.10
2	70.00	\$28.24	\$9.90	\$0.00	\$0.00	\$0.00	\$38.14
3	80.00	\$32.27	\$9.90	\$0.00	\$0.00	\$0.00	\$42.17
4	90.00	\$36.31	\$9.90	\$0.00	\$0.00	\$0.00	\$46.21
Apprentice: LABORER Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: LABORER Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.03	\$9.90	\$0.00	\$0.00	\$0.00	\$34.93
2	70.00	\$29.20	\$9.90	\$0.00	\$0.00	\$0.00	\$39.10
3	80.00	\$33.38	\$9.90	\$0.00	\$0.00	\$0.00	\$43.28
4	90.00	\$37.55	\$9.90	\$0.00	\$0.00	\$0.00	\$47.45
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LABORER (HEAVY & HIGHWAY)	6/1/2025	\$40.34	\$9.90	\$0.00	\$0.00	\$0.00	\$50.24
LABORERS	12/1/2025	\$41.72	\$9.90	\$0.00	\$0.00	\$0.00	\$51.62
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$43.16	\$9.90	\$0.00	\$0.00	\$0.00	\$53.06
	12/1/2026	\$44.60	\$9.90	\$0.00	\$0.00	\$0.00	\$54.50
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Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$24.20	\$9.90	\$0.00	\$0.00	\$0.00	\$34.10
2	70.00	\$28.24	\$9.90	\$0.00	\$0.00	\$0.00	\$38.14
3	80.00	\$32.27	\$9.90	\$0.00	\$0.00	\$0.00	\$42.17
4	90.00	\$36.31	\$9.90	\$0.00	\$0.00	\$0.00	\$46.21
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Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.03	\$9.90	\$0.00	\$0.00	\$0.00	\$34.93
2	70.00	\$29.20	\$9.90	\$0.00	\$0.00	\$0.00	\$39.10
3	80.00	\$33.38	\$9.90	\$0.00	\$0.00	\$0.00	\$43.28
4	90.00	\$37.55	\$9.90	\$0.00	\$0.00	\$0.00	\$47.45
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OILER (OTHER THAN TRUCK CRANES,GRADALLS)	6/1/2025	\$25.97	\$15.30	\$0.00	\$0.00	\$0.00	\$41.27
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$26.63	\$15.30	\$0.00	\$0.00	\$0.00	\$41.93
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$27.22	\$15.30	\$0.00	\$0.00	\$0.00	\$42.52
	12/1/2026	\$27.89	\$15.30	\$0.00	\$0.00	\$0.00	\$43.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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OILER (TRUCK CRANES, GRADALLS)	6/1/2025	\$31.80	\$15.30	\$0.00	\$0.00	\$0.00	\$47.10
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$32.60	\$15.30	\$0.00	\$0.00	\$0.00	\$47.90
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$33.32	\$15.30	\$0.00	\$0.00	\$0.00	\$48.62
	12/1/2026	\$34.12	\$15.30	\$0.00	\$0.00	\$0.00	\$49.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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OTHER POWER DRIVEN EQUIPMENT - CLASS II	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PANEL & PICKUP TRUCKS DRIVER	6/1/2025	\$40.78	\$15.57	\$0.00	\$0.00	\$0.00	\$56.35
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$40.78	\$15.57	\$0.00	\$0.00	\$0.00	\$56.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$40.78	\$16.17	\$0.00	\$0.00	\$0.00	\$56.95
	6/1/2026	\$41.78	\$16.17	\$0.00	\$0.00	\$0.00	\$57.95
	12/1/2026	\$41.78	\$16.17	\$0.00	\$0.00	\$0.00	\$57.95
	1/1/2027	\$41.78	\$16.77	\$0.00	\$0.00	\$0.00	\$58.55
POWER SHOVEL/DERRICK/TRENCHING MACHINE	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE)	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER)	6/1/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$0.00	\$53.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$0.00	\$54.02
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$0.00	\$54.88
	12/1/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$0.00	\$55.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROLLER/SPREADER/MULCHING MACHINE	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	6/1/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$0.00	\$56.81
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$0.00	\$56.81
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$0.00	\$57.41
	6/1/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$0.00	\$58.41
	12/1/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$0.00	\$58.41
	1/1/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$0.00	\$59.01
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	6/1/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$0.00	\$57.10
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$0.00	\$57.10
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.53	\$16.17	\$0.00	\$0.00	\$0.00	\$57.70
	6/1/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$0.00	\$58.70
	12/1/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$0.00	\$58.70
	1/1/2027	\$42.53	\$16.77	\$0.00	\$0.00	\$0.00	\$59.30

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$0.00	\$57.39
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$0.00	\$57.39
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.82	\$16.17	\$0.00	\$0.00	\$0.00	\$57.99
	6/1/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$0.00	\$58.99
	12/1/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$0.00	\$58.99
	1/1/2027	\$42.82	\$16.77	\$0.00	\$0.00	\$0.00	\$59.59

VAC-HAUL/CATCH BASIN CLEANING	6/1/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$0.00	\$56.81
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$0.00	\$56.81
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$0.00	\$57.41
	6/1/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$0.00	\$58.41
	12/1/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$0.00	\$58.41
	1/1/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$0.00	\$59.01

Additional Apprentice Information

All apprentices must be registered with the Division of Apprenticeship Training(DAS) in accordance with M.G.L.c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L.c. 149, §§ 26-27D.

Apprentice ratios are established by DAS pursuant to M.G.L.c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements(CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate.

Parties having questions regarding what ratio to use should contact DAS.